UNCLASSIFIED

# IdeaFest: Hampton Roads

*Moving out on Innovation: Implementing Innovative Solutions "Inside the Lifelines"*

# The Military Cash Awards Program

# MILCAP

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# The MILCAP Program



- Guiding Instruction: OPNAV INST 1650.8D
- Purpose of the MILCAP program:
  - Encourage military personnel to suggest practical ways to reduce costs and improve productivity in the Navy.
  - Provide a communications channel between management and personnel.
  - Maintain working conditions where imagination, creativity, and innovation are encouraged.
  - Ensure unbiased, consistent, timely and efficient evaluation of suggestions.
  - Recognize equitably and promptly award all eligible submissions.

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# MILCAP: Award Levels



- The President and SECDEF $25,000
- Secretary of the Navy $10,000
- Type Commanders $ 7,500
- Commanding Officer $ 5,000

- Award level based on estimated First Year savings:
  - 10% of the first year savings, up to $10,000
    - save $10,000, get $1000
  - $1,000 for the first $10k saved plus 3% of first year savings from $10k to $100,000
    - Save $20,000, get $1,300
  - $3,700 for the first $100k saved plus 0.5% of remainder over $100k
    - Save $200,000, get $4,200

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# MILCAP: Who Pays?



- Awards are paid by the benefitting command(s)
- Awards come from commands OPTAR
- They are paid when adopted
- Forward to higher command when:
  - Award above authorized limit
  - Possible implications for other commands
  - Command does not have technical expertise to implement
- Eligible for further payments if adopted by other commands

# Success Story: HSC-2



- Problem
  - Tired of fixing the same broken ALQ-144 panel all the time due to poor fasteners.
  - As a Second Class I complained and fixed the panel at least once a week, never addressed the root problem.
  - As a First Class, now in Quality Assurance was doing FOD searches for this same panel almost every other day.
  - The aircraft would be unable to fly until the FOD was found.
  - I had recently transferred to a new squadron and they seemed to have the same issue.

**MH-60S Knight Hawk**

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# Solution: A Machine Screw



- Maintenance SCPO heard the gripes and said we should use the MILCAP program to fix it.
  - Knew someone that had used it in the past
  - Had to review the instruction
- Solution was to replace the breaking fastener with a simple machine screw.
- Benefit to the Squadron / Navy:
  - Cost of FOD searches and repairs/year = $986
  - Cost to modify the 20 Aircraft = $401
  - Cost savings for Squadron = 585.17
  - Cost savings for the Fleet (208 Aircraft) = $6356.75

# Factors for Success



- Command was very supportive of the MILCAP submission.
  - Conducted research on the program
  - Quality Assurance Officer (QAO) assisted with the submittal
- Pilots, aircrew, and maintainers were all affected by the poorly designed fasteners.
  - Delayed or cancelled flights
  - Burden on limited maintenance manpower
- Determination not to let the submission die on the vine
  - Submitter
  - QAO
  - Chain of Command

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# Barriers Overcome



- Lack of knowledge in the command on the MILCAP program and the submittal process
- Once the submittal was approved no one knew how to distribute the funds
  - Guiding instructions
  - Calling the experts

# Success!



- The change was implemented in the command and the Airwing.
- The change has been approved for fleet-wide implementation
  - Awaiting the TD

- AM2 Cross (my partner in crime) and I both received an award of $600.

# Questions?